



**US Army Corps
of Engineers**
Northwestern Division



Corps of Engineers Water Management Reorganization Overview

December 12, 2007



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Topics

- **Reorganization - Background**
- **Reorganization - Phase I and II**
- **Reorganization - Next Steps**
- **Questions**



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Background

- **Corps initiated a review of overall Water Management organization in April 2005**
- **Review has gone through several phases over past two years**
- **In spring of 2007 a senior management team reviewed results of previous two years of analysis, and provided guidelines on future direction of water management organization**



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Background, cont.

- **Guidelines included:**
 - ◆ **Increasing interdependency between various Division and District offices**
 - ◆ **Shifting some responsibility for tributary regulation from Division offices to District offices.**
 - ◆ **Retaining responsibility for overall direction, management, Treaty, and system operations with Division office**



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Background, cont.

- **Guidelines included:**
 - ◆ **Shifting more technical expertise from Division office to District offices in Portland, Seattle, and Walla Walla**
- **Reorganization based on phased approach:**
 - ◆ **Phase I: Describe new end state organization based on new guidelines**
 - ◆ **Phase II: Prepare transition plan for transitioning to new end state organization**



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Phase I

- **Phase I Plan approved in September 2007**
- **Objective is to transition to new end state by Oct 2008**
- **Key objective is to take care of employees and ensure an orderly transition with minimal impact to stakeholders and mission**



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Phase I, cont.

- **Key decisions:**
 - ◆ **Tributaries will be managed using “control point” approach used in Corps Missouri River Basin water management office**
 - ◆ **Under this approach, Division office will set targets and objectives for tributary projects and work with Districts to ensure targets are met.**
 - ◆ **Portland District will be responsible for meeting Willamette system targets and objectives**
 - ◆ **Seattle District will be responsible for Libby and Albeni Falls**
 - ◆ **Walla Walla District will be responsible for Dworshak**



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Phase I, cont.

- **Key decisions, cont:**
 - ◆ **Division will retain responsibility for overall direction, management, Treaty, and system operations**
 - ◆ **Some technical work will be shifted to the Districts, who will provide technical support in areas such as water quality, hydrology, and others.**
 - ◆ **Division staff size reduced and likely reorganized from three branches into two (Reservoir Control and Technical Support)**



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Phase II

- **Phase II is focused on how we transition to end state organization**
- **Goal is to develop details on new processes, procedures, SOPs, roles and responsibilities, training, exercises, etc.**
- **Phase II Plan under development**
- **Management team will oversee Phase II, and numerous technical teams will develop details**



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Phase II, cont.

- **Technical teams will include staff from Corps offices, stakeholders, and will involve:**
 - ◆ **Reservoir Regulation**
 - ◆ **Water Quality**
 - ◆ **Environmental Compliance**
 - ◆ **Modeling and Forecasting**
 - ◆ **WCDS**
 - ◆ **Budget**
 - ◆ **Human Resources**
 - ◆ **Communication**



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Phase II, cont.

- **Phase II will be completed in stages:**
 - ◆ **Stage I: develop transition plans for each technical area describing new approach, SOPs, training, exercises, etc., to describe how transition to end state (by Mar 08)**
 - ◆ **Stage II: conduct training and exercises to test new processes and procedures (by June 08)**
 - ◆ **Stage III: revise processes and procedures as needed and complete transition to new end state (by Oct 08)**



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Next Steps

- **Oct - Dec 07: Inform stakeholders about new end state organization**
- **Oct - Mar 08: Complete detailed transition plans for transition to end state**
- **Apr - Jun 08: conduct training and exercises to test new approach**
- **Jul - Oct 08: complete transition**



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Questions?

